The Tennessee Consortium on Research, Evaluation, and Development and the Tennessee Department of Education are pleased to continue in partnership to present the Second Annual Tennessee Educator Survey[1]. This survey examines a variety of areas including school culture, school leadership, instructional practices, and teacher and administrator evaluation.

The Survey consists of five core versions provided to each of the groups listed below.
1. Teachers
2. Building Administrators
3. Counselors
4. Instructional Coaches
5. Certified School-Level Support Staff

Teachers and administrators complete the appropriate core, and may be assigned several branching questions related to the specific nature of their position. Teacher and administrator branches include the following.

Teacher Branches
1. Early Career
2. High School
3. IPI School

Administrator Branches
1. IPI School

Teachers and administrators complete the appropriate core and a randomly assigned module. The IPI Teacher Module follows this introduction. Teacher and administrator modules include the following.

Teacher Modules
1. Professional Learning
2. Assessment and Standards
3. Personalized Learning
4. Evaluation
5. Early Literacy
6. High School
7. IPI Teachers
8. Pre-Kindergarten

Administrator Branches
1. Professional Learning
2. Assessment & Standards
3. Personalized Learning
4. Evaluation

Survey participants generally are able to complete their portion of the survey in 15 – 25 minutes.

**Tennessee Educator Survey: Teacher Survey Modules**

Teacher Module I: IPI Teachers (Matched)

1. Please select your top three reasons for participating in IPI this year in order from most to least important. If you had fewer than three reasons for participating, leave some blank. [The following options all appear in three drop down menus: Most Important, Second Most Important, Third Most Important]
   a. I was interested in improving my teaching.
   b. I was interested in improving my evaluation scores.
   c. I was interested in supporting my colleague.
   d. I thought it would fit well with partnerships or professional learning communities I already had.
   e. I thought it would help me get more out of other professional learning opportunities.
   f. I was told that I would receive Professional Development credit for this partnership.
   g. My principal encouraged me to do it.
   h. My principal required me to do it.
   i. Other

2. <ask only if chose "other" for any of the three drop downs in 7> What was your other reason for participating in IPI this year?
   [open ended write in space]

3. Which of the following supports were available to you for professional learning this year?

|  | Support was available | Support was not available | I do not know if support was available |
|---|---|---|---|
| a. Common time for collaboration with other teachers | | | |
| b. Release time from teaching (such as regular teaching responsibilities temporarily assigned to someone else) | | | |
| c. Stipend for professional learning activities that take place outside regular work hours | | | |
| d. Staff expertise such as instructional coaching | | | |

4. Of the available supports, which did you use?

| | I used this support for IPI | I used this support for Other Professional Learning Activities | I used this support for IPI and Other Professional Learning Activities |
|---|---|---|---|
| a. <carry forward from 8a if "support was available is checked"> | | | |
| b. <carry forward from 8b if "support was available is checked"> | | | |
| Etc. | | | |

5. IPI offers a guidebook to assist teachers with collaborative activities. How often did you use this guidebook? [EPP-III (edited)]
    a. Never—I am not aware of this guidebook [Proceed to Q10]
    b. Never—I am aware of this guidebook but have not used it [Proceed to Q10]
    c. Once or twice [Proceed to Q9]
    d. 3-4 times [Proceed to Q9]
    e. 5 times or more [Proceed to Q9]

6. <if selected 8c, 8d, or 8e only> Please indicate how helpful the guidebook was to you. [EPP-III (edited)]

| | Strongly Disagree | Disagree | Agree | Strongly Disagree |
|---|---|---|---|---|
| The guidebook helped me get what I needed out of my partnership. | | | | |

7. Please indicate the extent to which you agree or disagree with the following statements regarding your IPI partner teacher? (If you partner with more than one teacher, think about the teacher with whom you collaborate most often.)

| | Strongly disagree | Disagree | Agree | Strongly Agree |
|---|---|---|---|---|
| a. This teacher has useful knowledge in my content area or subject. | | | | |
| b. This teacher has useful knowledge about good teaching practices. | | | | |

| | | | | |
|---|---|---|---|---|
| c. I feel comfortable asking this teacher for advice/talking with him or her about my teaching challenges. | | | | |
| d. This teacher and I have similar beliefs about good teaching. | | | | |
| e. This teacher is an effective instructor. | | | | |
| f. This teacher and I are a good match. | | | | |
| g. I get along well with this teacher. | | | | |

8. Please indicate whether your partner teacher has taught what you teach.

| | Yes, currently | Yes, but only in the past | No | I don't know |
|---|---|---|---|---|
| a. My current grade level assignment(s) | | | | |
| b. My current subject area assignment(s) | | | | |

9. Please indicate the extent to which you agree or disagree with the following statements about IPI.

| | Strongly disagree | Disagree | Agree | Strongly Agree |
|---|---|---|---|---|
| a. My IPI partnership benefits my teaching practice. | | | | |
| b. I would take part in an IPI partnership again next year. | | | | |
| c. IPI has improved the culture of collaboration in my school. | | | | |
| d. Because of IPI, I have a better understanding of what effective teaching looks like. | | | | |
| e. IPI has helped me learn specific classroom strategies. | | | | |

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Please indicate how often you participated in each of the following with your IPI partner this year. If you collaborate with more than one teacher, think about the teacher with whom you collaborate most often.

10. After being partnered, how often did you and your partner do each of the following activities this year as part of IPI? (If you did not do an activity, select "Never.")

| | Never | Once or Twice | About Once a Month | Two or Three Times a Month | About Once a Week | More than Once a Week |
|---|---|---|---|---|---|---|
| a. Meet to do activities together | | | | | | |
| b. Communicate about classrooms or professional learning | | | | | | |
| c. Set or discuss goals for the partnership | | | | | | |
| d. Discuss evaluation scores | | | | | | |
| e. Review student assessment data to make instructional decisions | | | | | | |
| f. Co-teach | | | | | | |
| g. Observe one another's classrooms to get ideas for instruction or to offer feedback | | | | | | |
| h. Plan a lesson together | | | | | | |
| i. Provide and receive feedback about instructional practices and activities | | | | | | |
| j. Work to develop materials or activities for particular classes | | | | | | |

11. How beneficial did you find each of the following activities to your instructional practice? [Carry forward responses from Q6 that were done more than Never.]

| | Not Helpful | Somewhat Helpful | Helpful | Very Helpful |
|---|---|---|---|---|
| a. <Carry forward 1> | | | | |
| b. <Carry forward 2> | | | | |
| Etc. | | | | |

For the following questions, please consider collaboration and evaluation in your school more generally beyond IPI.

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12. How often did you collaborate with ANY teacher, including both your IPI partner teacher(s) and other teachers, to do each of the following activities this year?

| | Never | Once or Twice | About Once a Month | Two or Three Times a Month | About Once a Week | More than Once a Week |
|---|---|---|---|---|---|---|
| a. Meet to do activities together | | | | | | |
| b. Communicate about classrooms or professional learning | | | | | | |
| c. Set or discuss goals for collaboration | | | | | | |
| d. Review student assessment data to make instructional decisions | | | | | | |
| e. Co-teach | | | | | | |
| f. Observe one another's classrooms to get ideas for instruction or to offer feedback | | | | | | |
| g. Plan a lesson together | | | | | | |
| h. Provide and receive feedback about instructional practices and activities | | | | | | |
| i. Work to develop materials or activities for particular classes | | | | | | |
| j. Other (Please specify:) _____ | | | | | | |

13. Please indicate the extent to which you agree or disagree with the following statements regarding the leadership in your school.

| | Strongly disagree | Disagree | Agree | Strongly Agree |
|---|---|---|---|---|
| a. School leadership encourages collaboration among teachers in this school. | | | | |
| b. School leadership communicates that they value teachers working together on instructional issues. | | | | |
| c. School leadership encourages teachers with different levels of expertise to work together. | | | | |

14. To what extent do you agree or disagree with the following statements?

| | Strongly disagree | Disagree | Agree | Strongly Agree |
|---|---|---|---|---|
| a. School leaders in my school have the expertise to evaluate my practice. | | | | |
| b. I have had productive discussions with other teachers about feedback I have received as part of the observation process that is used in the evaluation system. | | | | |
| c. I have used data from the observation process that is used in the evaluation system to set goals for refining my teaching practices. | | | | |
| d. Evaluations of my teaching by school leaders accurately reflect my teaching practice. | | | | |

15. How much action have you taken as a result of feedback you have received from your TEAM evaluations?
    a. No action intended
    b. No action yet
    c. Some action
    d. Major action

16. If you have any comments or suggestions about how to improve IPI, please provide them below. We value your feedback about this initiative.

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